

# A CAMPUS-WIDE APPROACH TO SUPPORTING STUDENT CAREER DEVELOPMENT

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## CAREER DECISION-MAKING CHALLENGES FOR COMMUNITY COLLEGE STUDENTS

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Exploring the Data

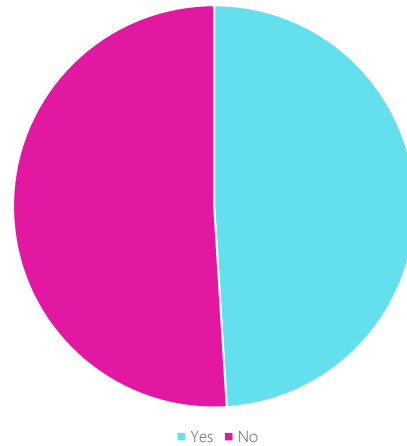
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## STUDENT CONFIDENCE IN CAREER PATH

- Over half (51%) of 1,000 students surveyed (40% from community colleges) indicated not being confident in their career path

(Ellucian, 2019)

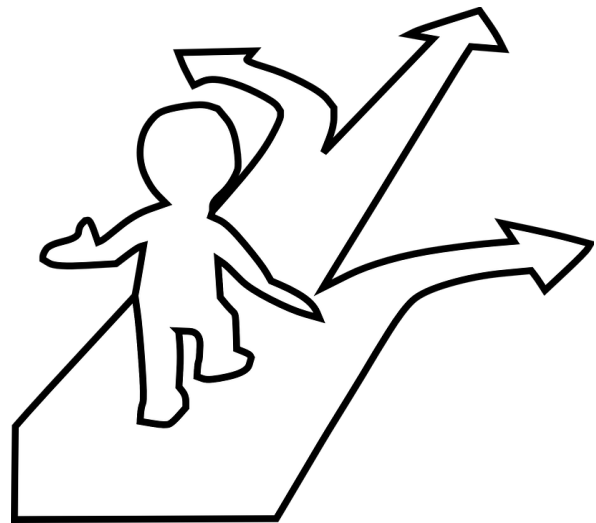
Confidence in Career Path



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APPROXIMATELY  
**2/3**  
OF COLLEGE  
STUDENTS ARE  
OVERWHELMED  
BY CHOOSING A  
MAJOR



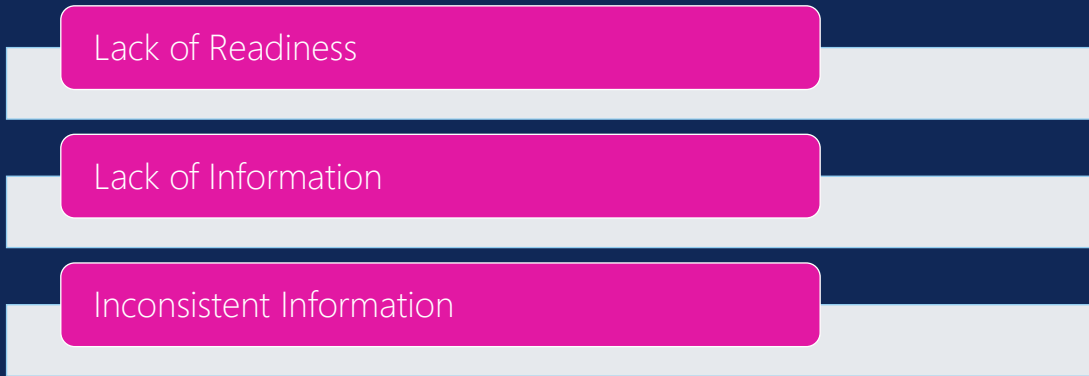
(Ellucian, 2019)

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## WHY DO STUDENTS HAVE DIFFICULTY DECIDING?



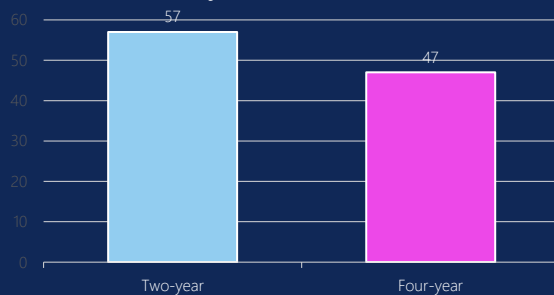
(Gati et al., 1996)

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## MORE THAN HALF OF STUDENTS CHANGE MAJORS AT LEAST ONCE

Percentage of Students who Change Majors at Least Once



(Ellucian, 2019)

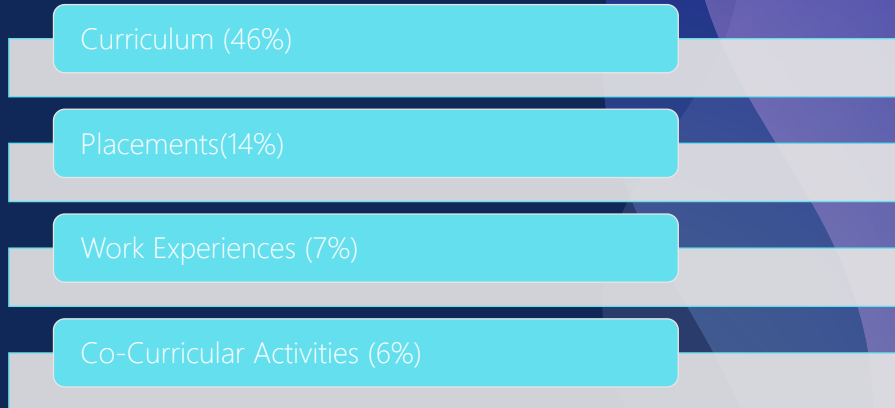
■ Two-year ■ Four-year

- Students at Community Colleges are **MORE** likely to change their major at least once

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# WHY DO STUDENTS CHANGE THEIR MAJOR?

QUINLAN & CORBIN (2023)



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## CONSEQUENCES OF CHANGING YOUR MAJOR

(Ellucian, 2019)



39% had to take additional major courses



31% had to take additional general education courses



28% delayed graduation by 2 or more semesters



23% increased tuition

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# CAREER DECISION-MAKING ACTIONS OF COMMUNITY COLLEGE STUDENTS

How Do Community Colleges Students Decide on a Career?

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## ARE STUDENTS ENGAGED IN CAREER EXPLORATION?

Not much, they take a “serial” approach to academics and careers, placing greater importance on assignments and current work



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# LESS THAN HALF (46%) OF COMMUNITY COLLEGE STUDENTS ARE TALKING ABOUT CAREER PLANS WITH ADVISORS



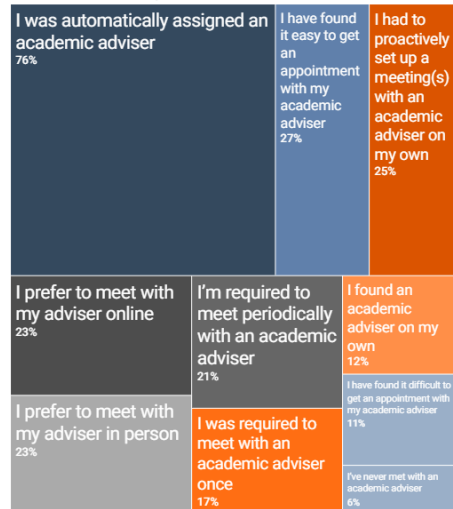
(Ellucian, 2019)

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## MOST STUDENTS ARE NOT REQUIRED TO MEET WITH AN ADVISOR

Statements students say best capture their interactions with advisers



Source: Inside Higher Ed/College Pulse survey of 3,004 college students

(Flaherty, 2023) <https://www.insidehighered.com/news/2023/03/01/student-survey-reveals-gaps-core-academic-advising-functions>

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# SURVEY RESULTS: ADVISING

Students are more likely to get guidance on course sequence at 4-year colleges (56%) as compared to community colleges (49%)

White students (63%) are more likely to get this type of guidance as compared to Black, Latine, and Asian students (about half)

(Flaherty, 2023) <https://www.insidehighered.com/news/2023/03/01/student-survey-reveals-gaps-core-academic-advising-functions>

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## **WHERE DO STUDENTS GET CAREER INFORMATION?**

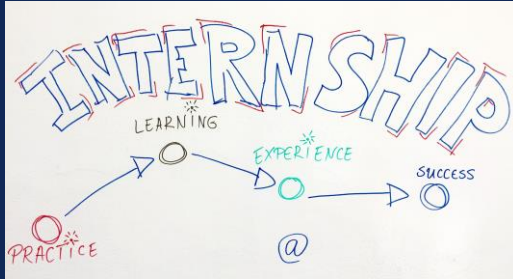
- Informally from friends and family
- Faculty rather than career counselor (many students do not know what resources are available and many supports may not be available in the evenings or on weekends)



Greenbank, & Hepworth (2008); Huerta et al. (2022)

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## WHAT SHAPES CAREER DECISIONS?

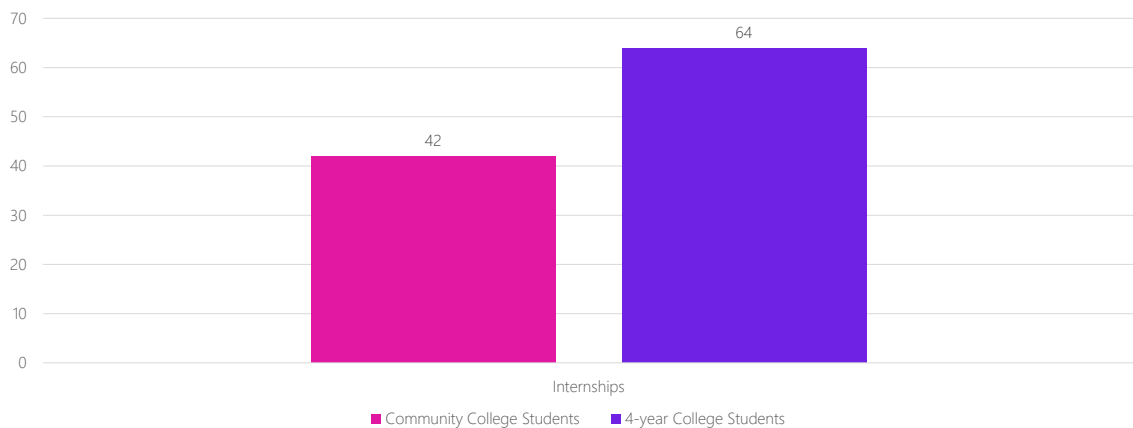


- Internships
- Role Models (especially parents and relatives)

Neuenschwander et al. (2021)

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## BUT....COMMUNITY COLLEGE STUDENTS ARE LESS LIKELY TO HAVE INTERNSHIP EXPERIENCES



(Ezarik, 2022)

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# CAMPUS-WIDE CONVERSATIONS AND ACTIONS

Supporting Students with Career Exploration and  
Decision-Making

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## WHO NEEDS TO BE AT THE TABLE?



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## QUESTIONS TO ASK:

How do we know what support students need related to career decision-making? Which students are uncertain, or not committed to a career path?

What information do we share about career options and in what way?

Who uses optional supports such as academic and career advising or first year seminars?

What can we do to help students gain confidence in their ability to make career decisions?



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## QUESTIONS TO ASK:

What courses provide students with career support? What role does the first-year seminar play?

How do we will help students develop and expand professional networks?

How do we help students gain valuable work experience? How can we increase internship opportunities while addressing barriers?

How do we engage employers and alumni in supporting students with career exploration and decision-making?



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## CAMPUS-WIDE APPROACHES: SUPPORTING STUDENTS WITH CAREER EXPLORATION AND DECISION-MAKING

### Curriculum

- First-year seminar
- Career focus across the curriculum
- Internships

### Support Services

- Advising with strong focus on career
- Career services across the college experience

### Mentoring and Networking

- Employers
- Alumni
- Faculty
- Peers

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## FIRST-YEAR SEMINARS

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## FIRST-YEAR SEMINAR CURRENT PRACTICES

Career is one of least emphasized topics in FYS

- 29.3% of two-year colleges
- 13.1% of four-year colleges



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Young & Hopp (2014)

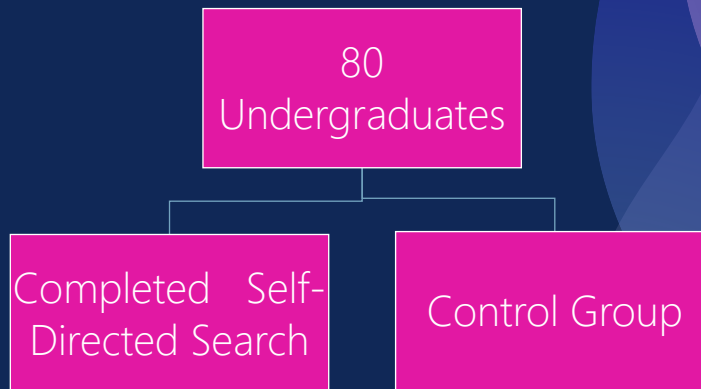
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## CAREER EXPLORATION PROCESS: PARSON AND HOLLAND



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## EXPLORING INTERESTS IS NOT ENOUGH



Behrens & Nauta (2013)

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## EXPLORING INTERESTS IS NOT ENOUGH

### SDS group:

- Identified more career alternatives



### But, NO differences on:

- Career exploration
- Decision making self-efficacy
- Career indecision
- Seeking career counseling

Behrens & Nauta (2013)

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## WHAT ABOUT NETWORKING?

70% of jobs  
are not  
published

Up to 80% of  
jobs are filled  
by networking  
(Fisher, 2019)



dashnews.com

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**START EARLY:  
RELATIONSHIPS  
AND SKILLS  
TAKE TIME TO  
DEVELOP**



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(Fisher, 2019; Violorio, 2011)

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# KRUMBOLTZ: HAPPENSTANCE



<http://www.itranslates.com/industry-solutions/education/>

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## BENEFITS OF CAREER EXPLORATION IN FIRST-YEAR SEMINAR

15 weeks for students to engage in self-assessment, research careers, and engage in networking

Increase exposure to options and learn from peers

Develops information literacy, critical thinking, and communication skills

Makes career exploration a priority!



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# EVALUATING AND REVISING CURRICULUM

- Core Courses/General Education
  - Career exploration opportunities- map it out
  - Consistency across majors so students won't have to take more courses if they change majors
- Experiential learning
  - Increase internship or other experiential learning opportunities offerings
  - Address barriers such as time and money

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## SUPPORT SERVICES



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# MENTORING



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## CALL TO ACTION

Task institutional committees with focusing on career exploration

Evaluate and revise first-year seminar to have stronger career focus

Determine core or general education courses where career exploration can be incorporated

Explore internship opportunities

Redesign advising to have stronger career focus for more or all students

Incorporate career services into courses and advising

Establish and strengthen partnerships with employers and alumni and develop or enhance mentorship programs

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# THANK YOU

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